

AGREEMENT BETWEEN THE  
ENGLEWOOD PUBLIC SCHOOL ADMINISTRATORS  
AND  
THE ENGLEWOOD BOARD OF EDUCATION  
1993-94, 1994-95, 1995-96  
ENGLEWOOD, NEW JERSEY

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## **PREAMBLE**

This Agreement entered into this \_\_\_\_\_ day of \_\_\_\_\_, 1994  
by and between the Englewood Board of Education, County of Bergen, Englewood,  
New Jersey, hereinafter called the "Board," and the Englewood Public School  
Administrators Association hereinafter called the "Administrators Association."

## **WITNESSETH**

WHEREAS, the Board has an obligation pursuant to Chapter 303 Public Laws  
1968 to negotiate with the Administrators Association as the representative of  
employees hereinafter designated with respect to the terms and conditions of  
employment, and

WHEREAS, the parties have reached certain understandings which they  
desire to confirm in this Agreement.

In consideration of the following mutual covenants it is hereby agreed as  
follows:

## **ARTICLE I**

### **RECOGNITION**

The Board hereby recognizes the Englewood Public School Administrators  
Association as the exclusive and sole bargaining agent for collective negotiations  
concerning the terms and conditions of employment for all personnel designated as  
administrators including:

**PRINCIPAL**

DWIGHT MORROW H.S.  
J.E. DISMUS MIDDLE SCHOOL  
CLEVELAND SCHOOL  
LINCOLN SCHOOL  
OUARLES SCHOOL

**ASST. PRINCIPAL**

DWIGHT MORROW H.S.  
DWIGHT MORROW H.S.  
J.E. DISMUS MIDDLE SCHOOL  
OUARLES/LINCOLN SCHOOLS

**DIRECTOR OF PUPIL PERSONNEL SERVICES**

DIRECTOR OF HUMANITIES  
DIRECTOR OF MATH, SCIENCE, TECHNOLOGY  
DIRECTOR OF FOREIGN LANGUAGE/BILINGUAL-E.S.L.

## **ARTICLE II**

### **NEGOTIATION PROCEDURE**

- A. During negotiations the parties shall meet at mutually agreed upon times and shall freely exchange points of view, present relevant data and make proposals and counter-proposals. They shall supply to each other for inspection and copying all requested and pertinent records, data and budgetary information as it becomes available to the respective parties in regular course.
- B. Neither party in any negotiation shall have any control over the selection of the negotiating representatives of the other party.
- C. Each party shall attempt to submit to the other at least two (2) days prior to a meeting an agenda covering matters they wish to discuss. This is not to be construed, however, as a restriction in respect to discussion of matters not on such agenda.

## **ARTICLE III**

### **GRIEVANCE PROCEDURE**

#### **A. Definitions**

1. A 'grievance' is an appeal of the interpretation, application or violation of policies, agreements and administrative decisions affecting an administrator. The term 'grievance,' however, and the procedure hereinafter set forth relative thereto, shall not be deemed applicable to the instance of a failure or refusal of the Board to renew the contract of a non-tenured administrator. In such instance, an informal conference to discuss the reasons for such failure or refusal with the Superintendent of Schools or the Board of Education will be granted upon the request of the individual administrator. At such administrator's option, an Administrators' Association representative may be present at such conference or conferences.

2. An "aggrieved person" is the administrator or administrators making the appeal.

3. A "party of interest" is the person or persons who might be required to take action or against whom action might be taken in order to resolve the matter.

4. "Days" shall mean calendar days.

5. "Immediate superior" for each of the following categories shall be as follows:

**Immediate Superior**

Directors	Assistant Superintendent or Superintendent
Vice Principals	Principal
Principals	Superintendent of Schools or an Agent of the Superintendent of Schools for specific matters

**B. Purpose**

1. The purpose of this procedure is to secure at the lowest possible level equitable solutions to the problems which may from time to time arise affecting administrators as a result of the interpretation, application or violation of policies, agreements or administrative decisions.

2. Nothing herein contained shall be construed as limiting the right of the administrator having a grievance to discuss the matter informally with his immediate superior and having the matter adjusted without the intervention of the Administrators' Association, provided the adjustment is not inconsistent with the terms of this agreement and that the Administrators' Association has been given the opportunity to be present at such adjustment and to state its views.

**C. Procedure**

1. Since it is important that grievances be processed as rapidly as possible the number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits may be extended however by mutual agreement.

2. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein shall be reduced so that the procedure may be exhausted prior to the end of the school year or as soon thereafter as is practicable.

3. Level One

An administrator with a grievance may (a) first discuss it informally with his immediate superior, (b) discuss such grievance with his immediate superior through the Administrators' Association designated representative with the objective of resolving the matter informally, or (c) with the assistance of the Administrators' Grievance Committee (AGC) prepare a written grievance and present the same to his immediate superior for resolution.

4. Level Two

If the aggrieved person is not satisfied with the disposition of his grievance discussed at level one (a) or (b), he may file the grievance in writing with the Chairman of the AGC. Within five (5) days after receiving the written grievance, AGC shall present such written grievance to the aggrieved person's immediate superior for resolution.

5. Level Three

If the aggrieved person is not satisfied with the disposition of his grievance at level one (c) or at level two, or if no decision has been rendered within ten (10) days after the written grievance was delivered to the aggrieved person's immediate superior, he may, within five (5) days after a decision by his immediate superior or twelve (12) days after the grievance was delivered to his immediate superior, whichever is sooner, request in writing that AGC submit his grievance to the Superintendent of Schools or to the designated agent of the Superintendent. If AGC determines that the grievance is meritorious, it may submit the grievance to the Superintendent or to his agent within ten (10) days after receipt of such request.

Grievance Procedure

In connection with this determination, AGC may request of the Superintendent, and shall receive any available records, data, and other information relevant to the grievance being processed.

6. Level Four

If the problem is not settled within fourteen (14) days after reaching the Superintendent the administrator may request AGC to request a hearing with the Board, if it has not already been done. Such a request should be made in writing stating the purpose of the request

and transmitted to the Superintendent of Schools who shall attach related papers including copies of those requested by AGC and forward the request to the Board. A panel of the Board shall hear the grievance as soon as possible and preferably within fifteen (15) days. The panel will make arrangements for a meeting with all parties in interest to hear the matter. The panel shall render to the entire Board for its approval a written decision within twenty (20) days from the date of the close of the hearing. Copies of such approved decision shall be transmitted to the aggrieved person, the Superintendent of Schools, and AGC within ten (10) days from the date that the panel's decision was rendered to the Board.

7. Level Five

In the event an aggrieved person is dissatisfied with the determination of the Board, he shall have the right to request advisory arbitration pursuant to rules and regulations established by the Public Employment Relations Commission under the provisions of Chapter 303, Public Laws of 1968. A request for advisory arbitration shall be made no later than fifteen (15) days following the determination of the Board. Failure to file within said time period shall constitute a bar to such arbitration unless the aggrieved person and the Board shall mutually agree upon a longer time period within which to assert such a request.

In the event of arbitration, the costs of the arbitrator's services shall be borne by the loser.

## **ARTICLE IV**

### **CALENDAR**

An official calendar is established whereby administrators shall be entitled to all holidays on which the Board of Education offices are closed; is attached hereto and made a part thereof as Appendix 1.

## **ARTICLE V**

### **VACATION - RECESS - PERSONAL DAYS**

A. All administrators shall have 20 vacation days. Such vacation days shall be taken within 14 months from the commencement of the contract year and shall

cease to be available at the conclusion of such 14 month period.

B. During recess periods all administrators shall have five (5) days off. The administrator must submit a request to the Superintendent for the number of days required.

C. All administrators are entitled to six (6) personal leave days. Personal days may not be carried over.

## **ARTICLE VI**

### **PHYSICAL EXAMINATION**

A complete medical examination will be provided for all administrators annual with the understanding that the maximum dollar amount to be provided by the Board in no event will exceed \$150.00.

## **ARTICLE VII**

### **ANNUITY PROGRAM**

Each member may individually elect to have a prescribed portion of his/her salary deducted from the paychecks and deposited within ten (10) days from the date of the pay period to one of the following institutions:

1. East Bergen Teachers Federal Credit Union
2. Northern Valley-Englewood Savings and Loan Association
3. An annuity program agreed to by the Board & the Association.

## **ARTICLE VIII**

### **ADMINISTRATOR RIGHTS AND RESPONSIBILITIES**

A. The Board undertakes and agrees that it shall not directly or indirectly discourage, deprive or coerce any administrator in the employment of any rights conferred by law, that it shall not discriminate against any administrator with respect to hours, wages or any terms or conditions of employment by reason of his membership in or participation in the activities of the Administrators' Association and its affiliates, participation in collective negotiations with the Board, or other proceeding effecting terms and conditions of his employment.



B. It is agreed that in connection with collective negotiations grievances or the institution of complaints of the other proceedings, Board members and Administrators will act in conformance with the ethical standards of their profession and position, and will specifically:

1. Refrain from exploiting any personal or professional relationships with students or student groups.
2. Seek to provide equal educational opportunities for all children regardless of ability, race, creed or location of residence.
3. Support and protect schools in the performance of their duties.
4. Present personal criticisms of school personnel through the grievance procedures set up under Article III of this contract.
5. Participate and conduct themselves in a responsible manner in the development and implementation of policies affecting education.
6. Keep the trust under which confidential information is exchanged.

## **ARTICLE IX**

### **ADMINISTRATORS' ASSOCIATION RIGHTS AND RESPONSIBILITIES**

A. The Board agrees to furnish to the Administrators Association, in response to reasonable request, available and non-confidential information concerning the financial, educational and personnel resources of the school system.

B. The Administrators' Association agrees that, upon request, it will form committees to assist the Board, and the Superintendent in developing, formulating, revising, and evaluating programs, proposal structures and methods under consideration or being implemented within the school system.

C. The Superintendent of Schools, as the chief executive officer of the Board, will be available upon request and reasonable notice by authorized representatives of the Administrators' Association to discuss all aspects of professional service including conditions of employment.

1. All pertinent information, financial or otherwise, concerning the matters to be discussed will be assembled by the Superintendent and made available to members of the Board and authorized representatives of the

Administrators' Association whenever possible one week prior to the meeting. During the meetings, facts, opinions, proposals and counter-proposals will be exchanged freely.

2. The parties may call upon educational or legal professionals and/or lay representatives or consultation and advice. Any expenses for consultation must be paid by the party requesting the service.

3. Proposed policy statements of the Board developed as a result of discussion with or with the assistance of, authorized representatives of the Administrators' Association shall be presented to the Administrators' Association at a reasonable time prior to their adoption by the Board. A reasonable time shall generally be interpreted as twenty-five (25) days.

## **ARTICLE X**

### **ADMINISTRATORS' GOALS**

- A. The Board and the Administrators' Association recognize a continuing need for measured change in education. Both parties realize the desirability of free and open consultation and discussion concerning the educational philosophy and goals of the Englewood School System. They recognize and declare that providing a quality education for the children in Englewood Schools is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the administrators.
- B. The Board and the Association further agree that
  - 1. Academic freedom is important to the fulfillment of the purposes of the Englewood School System;
  - 2. The personal life of an administrator is only of appropriate concern to the Board as it may directly affect the administrator's performance of his assigned functions within the School System.

## **ARTICLE XI**

### **SICK LEAVE**

- A. As of July 1, 1980, all administrators employed by the Englewood Board of Education shall be entitled to twelve (12) sick leave days each calendar year as of the first official day of said calendar year, whether or not they report for duty on

that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

B. The Board shall grant, upon notice of retirement , an additional payment in the amount of \$7,500 during the 1993-94, 1994-95 and 1995-96 school years. To be eligible for such payment, the individual administrator must have consistently been employed in the Englewood Schools for the ten years immediately preceding retirement and shall have accumulated unused sick leave days of no less than fifty. Said payment shall be included within the last regular payroll check due such administrator prior to retirement.

## **ARTICLE XII**

### **EXTENDED LEAVES OF ABSENCE**

A. Extended leaves of absence without pay may be granted by the Board upon request for good reason, including but not limited to:

1. Engaging in activities of the Administrators' Association or its affiliates;
2. Joining the Peace Corp, Vista, a National Teachers Corps;
3. Serving as an exchange teacher or overseas teacher or accepting a Fulbright Scholarship;
4. Teaching in an accredited college or university;
5. Serving in the Armed Forces of the United States.

B. Application for leave shall, when possible, be made on or before November 15th of any year in a manner similar to that provided for Sabbatical Leaves in Article XIII hereof. If approved, such leave shall officially begin at the beginning of the school year immediately following.

C. Upon returning from leave granted under Section (a) of this Article, an administrator shall be considered as if he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent.

D. Extended leaves of absence without pay may be granted by the Board for the care of a sick member of the administrator's immediate family. Applications for such leaves shall be made with as much advance notice as possible.

E. Extended leaves of absence without pay may be granted to both tenure and non-tenure administrators in the case of pregnancy. An administrator shall notify the Superintendent of Schools of her pregnancy as soon as it is medically confirmed. Tenure administrators shall and non-tenure administrators may be granted leave commencing three (3) months prior to the anticipated date of the birth of the child and terminating at the beginning of the next school year following such birth. Upon the recommendation of the Superintendent, the approval of the Board, and with the consent of her physician, an administrator may commence or terminate such leave at an earlier or later date than provided herein.

Any administrator adopting a child five (5) years of age or younger may receive similar leaves which shall commence upon her/his receiving custody of the child or earlier if necessary to fulfill the requirements of adoption.

F. All benefits to which an administrator was entitled at the time a leave of absence commence under Sections A, D, or E of this Article, including unused accumulated sick leave and credits toward Sabbatical eligibility, shall be restored upon return, except that the time spent on said leave shall not count toward the fulfillment of the time requirement for acquiring tenure.

## **ARTICLE XIII**

### **SABBATICAL LEAVES**

A. Sabbatical leave is a plan designed to help maintain instructional service at the highest level of quality and efficiency. While satisfactory service is its prerequisite, sabbatical leave is not a reward for past accomplishments. On the contrary, it is a privilege granted to employees for their professional advancement so that they may better serve the local school district.

B. The policy of granting sabbatical or professional leaves of absence is established solely for the purpose of promoting the more efficient conduct of the public schools. In no case therefore, is an application for such leave recommended by the Superintendent or approved by the Board of Education unless in their considered judgment the professional competence of the staff member and the general efficiency of the school system will thereby be benefited. No more than one (1) such leaves will be granted to run at any one time.

C. The best criterion for judging a particular leave of absence procedure is whether in the long run it will contribute to the improvement of education in Englewood.

D. 1. Any administrator who has completed seven or more years of continuous satisfactory service in the Englewood Public Schools may, upon recommendation of the Superintendent, provided such applicant shall not

have reached his fifty-ninth birth date, be granted leave of absence for one or two semesters for study or travel on a full-time basis. Subsequent leaves will not be authorized unless and until one shall have re-established eligibility by serving another period of seven continuous years of successful service.

2. Application for sabbatical leave shall be made on or before November 15th of any year. If approved, such leave shall officially begin at the beginning of either the first or second semesters of the school year immediately following.

3. Applications shall be made upon a regular blank form prescribed by the Superintendent and shall include a program or itinerary to be followed by the administrators during the period of leave.

4. In recommending sabbatical leaves of absence, the Superintendent shall give consideration to the use to be made of the requested leave and to seniority in service. Due consideration shall be given to the reasonable and equitable distribution of the applications among the different schools and departments.

5. Each applicant shall be notified promptly by the Superintendent in writing of the decision of the Board concerning his application.

**E. Physical Examination** - If an application for sabbatical leave is favorably considered, the applicant may be given a physical examination at the discretion of the Board of Education for the purpose of determining whether there is reasonable probability that he or she will be physically able to return to service for the minimum required by these regulations.

**F. 1.** As a condition to being granted leave, the administrator shall agree in writing to continue in the service of the Englewood Board of Education for a period of not less than two years after the expiration of the leave of absence.

2. If an administrator fails to continue in service after such leave of absence, such administrator shall repay to the Board of Education of the City of Englewood, in the County of Bergen, a sum of money bearing the same ratio to the amount of salary received while on leave of absence that the unperformed part of the two subsequent years of service bears to the full two years, unless such administrator is incapacitated, has been discharged, or has been released for good and sufficient reasons by the Board of Education from this obligation.

**G. Status of Tenure and Pension** - The period of sabbatical leave shall count as regular service for the purpose of retirement planning and contributions by the administrator to the retirement fund shall continue as usual during such period. Tenure rights shall not be impaired.

**H. Illness or Accident** - Should the program of study or itinerary being pursued by an administrator on sabbatical leave be interrupted by a serious accident or illness during such leave (established by evidence satisfactory to the Superintendent) this fact shall not constitute a breach of the conditions of such leave nor prejudice the administrator against receiving all the rights and benefits provided for under the terms of sabbatical leave, providing the Superintendent was notified of such accident or illness by registered letter within ten (10) days of its occurrence.

**I. Forfeiture of Leave** - If a Superintendent is convinced that an administrator on sabbatical leave is not fulfilling the purpose for which the leave of absence was granted; he shall report this fact to the Board of Education and the Board may terminate the leave of absence as of the date of the abuse after giving the administrator an opportunity to be heard.

**J. Sabbatical to Maternity Leave** - If an administrator on sabbatical leave of absence shall ascertain that she is pregnant, she shall immediately report this fact to the Superintendent and shall be transferred from sabbatical to maternity leave of absence as of the date upon which she would have been required to accept leave of absence under the rules regulating maternity leave.

**K. Reinstatement** - At the expiration of sabbatical leave, the certificated employee shall be reinstated in the position held by such employee at the time such leave was granted, unless he or she shall agree otherwise, provided conditions do not arise which, in the judgment of the Board, indicate the desirability of changing such employee's location and type of work. Presentation of a written report to the Superintendent of Schools in which is stated the activities engaged in while on sabbatical leave and the subsequent benefits expected therefore is required. If the leave is taken during a first semester, the report is due on March 30th of the following semester; if the leave is taken during the second semester or for the entire year, the report is due by the following September 30th.

#### **L. Salary**

1. The salary granted to an administrator on sabbatical leave for a full year or two semesters who has completed seven but less than fourteen years of continuous satisfactory service in the Englewood School System shall be one half of the salary to which he would have been entitled if not on leave, less the regular deduction for U.S. Federal Income Tax, Social Security and for N.J. Teachers' Pension Fund as computed for all present entrants employed in the state. After

fourteen years of continuous satisfactory service an administrator on sabbatical leave for a full year or two semesters shall receive 75% of the salary to which he would have been entitled if not on leave, less the regular deduction for U.S. Federal Income Tax, Social Security, and for N.J. Teachers' Pension Fund as computed for all present entrants employed by the state.

2. Administrators receiving a sabbatical leave for one semester shall receive full pay minus the regular deductions listed above.

3. Salary shall be paid in accordance with the general time schedule for payment of salaries in the Englewood Public Schools unless other mutually satisfactory arrangements are made.

## **ARTICLE XIV**

### **PROFESSIONAL INCENTIVE PROGRAM**

A. The purpose of the Professional Incentive Program is to encourage members of the professional staff in the Englewood Public Schools to pursue studies in an accredited institution of higher learning that will broaden and deepen their cultural and academic backgrounds and improve their professional skills and knowledge to the ultimate and that the students in the schools may have a higher quality of learning experience. All administrators of the Englewood Public Schools are eligible to apply for reimbursement of 50% of the cost of any course credits up to a maximum of six (6) credits during any one (1) school semester. Administrators must get approval of the Superintendent prior to the taking of a course to be eligible for reimbursement.

Upon completion of an approved Doctoral program, the administrator will be awarded full reimbursement for tuition costs over the 50% current reimbursement for a total of 100%.

Payment for the additional 50% shall be paid in two lump sum payments over the first two years after obtaining the Doctorate.

The Administrator must currently be on the payroll to be eligible for any payment.

### **EARNED DOCTORATE**

Administrators with an earned doctorate degree will have their salary increased by \$2,000 for 1993-94, 1994-95 and 1995-96.

## **ARTICLE XV**

### **INSURANCE PROTECTION**

A. The Board shall provide the health care insurance protection designated below. The Board shall pay the full premium for each administrator while actively employed or on leave, and in cases where appropriate for family-plan coverage.

1. For each administrator who remains in the employ of the Board for a full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1st and ending August 31st; when necessary, premiums in behalf of the administrator shall be made retroactively or prospectively to assume uninterrupted participation and coverage.

2. Provisions of the health-care insurance program shall be detailed in master policies and contracts agreed upon by the Board and Administrators' Association and shall include:

- a. Hospital room and board and miscellaneous costs
- b. Out-patient benefits
- c. Laboratory fees, diagnostic expenses, and therapy treatment
- d. Maternity costs
- e. Surgical costs
- f. Major medical coverage

B. The Board shall make full payment for individual and family coverage where appropriate for the dental insurance coverage provided under program III-B of the New Jersey Dental Service Plan (DELTA) and the carrier shall not be changed except by mutual agreement of the Association and the Board.

C. The Board shall make full payment for the optical insurance coverage provided under Plan C/No deductible for the Vision Service Plan (VSP) for individual and family coverage where appropriate. The carrier shall not be changed except by mutual agreement of the Association and the Board.

D. The Board shall provide to each administrator a description of the conditions and limits of coverage as listed above.

E. Any administrator on leave who desires a change of insurance coverage may request such change and pay for the additional cost of such change during the time that said leave is in effect.



## **ARTICLE XVI**

### **DEDUCTION FROM SALARY**

A. The Board agrees to deduct from the salaries of its administrators dues for the Englewood Public School Administrator's Association, the NJASSPS, NJEMSA, the NJNASSP, or any one or any combination of such Associations as said administrators individually and voluntarily authorize the Board to deduct. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967 (NJS52: 14-15). 9e and under rules established by the State Department of Education. Said monies together with records of any corrections shall be transmitted to the treasurer of the Englewood Public School Administrators' Association by the 15th of each month following the monthly pay period in which deductions were made. The Association treasurer shall disburse such monies to the appropriate association or associations. Administrator authorizations shall be in writing in the form set forth below.

#### **AUTHORIZATION TO DEDUCT ASSOCIATION MEMBERSHIP DUES**

Name \_\_\_\_\_ Soc.Sec.# \_\_\_\_\_

School Building \_\_\_\_\_ District \_\_\_\_\_ Englewood \_\_\_\_\_

To: Disbursing Officer - Englewood Board of Education

I hereby request and authorize the above name disbursing officer to deduct from my earnings an amount sufficient to provide for the payment of those yearly membership dues as certified by the organizations indicated in equal monthly payments for all or part of the current school year.

## **ARTICLE XVII**

### **PROFESSIONAL DEVELOPMENT**

A. The Board shall pay the membership fee for one non-negotiating professional association (in Education or Educational Administration) for each Association member up to a maximum of \$250.00 per membership. The Association member will select the organization from a list supplied by the Association and approved by the Superintendent of Schools.

B. The Board shall provide Association members with reimbursement of/or advances as appropriate for all costs incurred in connection with attendance at approved professional conventions, meetings and conferences. Such cost shall

include all reasonable expenditures for registration, transportation, lodging and meals. Approval of attendance by Association members will be based upon two criteria:

1. Furtherance of District Goals
2. Professional development of the requesting association member.

Approval shall be obtained from the Superintendent of Schools who shall not unreasonably withhold approval. In each case where the Superintendent of Schools, based upon his/her judgement, withholds approval of an association members request, such instance shall be reported to the Board of Education in writing prior to its next regularly scheduled meeting.

## **ARTICLE VIII**

### **MISCELLANEOUS PROVISIONS**

- A. This Agreement constitutes Board policy for the term of said Agreement, and the Board shall carry out the Commitments contained herein and give them full force and effort as Board policy.
- B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provisions or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- C. Any Individual contract between the Board, an individual administrator, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this agreement. If an individual contract contains any language inconsistent with this Agreement, the Agreement, during its duration, shall be controlling.
- D. Copies of this agreement shall be printed at the expense of the Board within thirty (30) days after the Agreement is signed and presented to all administrators now employed, hereafter employed, or considered for employment by the Board.
- E. This agreement may not be modified or amended except by the mutual agreement of the parties reduced to writing, signed and adopted by the Board.

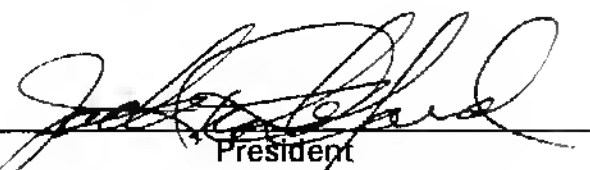
## DURATION

Duration of this agreement July 1, 1993 through June 30, 1996.

IN WITNESS WHEREOF, parties have executed this Agreement by their duly authorized representatives on the day and year first above written.


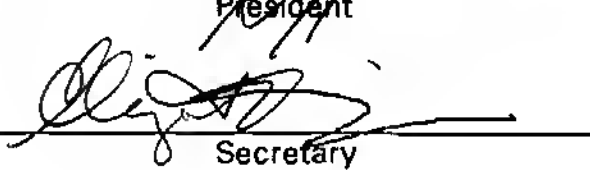
### BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF THE CITY OF ENGLEWOOD

WITNESS:

<u>Devin Searles</u>	By <u></u> President
<u>Devin Searles</u>	By <u>Nurcanth Patel</u> Secretary

### ENGLEWOOD ADMINISTRATORS' ASSOCIATION

WITNESS:

<u>Devin Searles</u>	By <u></u> President
<u>Devin Searles</u>	By <u></u> Secretary

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## GUIDE 300 - DIRECTORS

1993--94			1994--95			1995--96				
STEP	SALARY	NUM.	EXTENSION	SALARY	NUM.	EXTENSION	SALARY	NUM.	EXTENSION	
1	57,846		0	60,160		0	62,566		0	
2	59,724		0	62,113		0	64,597		0	
3	62,633		0	65,138		0	67,744		0	
4	65,124		0	67,729		0	70,438		0	
5	68,036		0	70,757		0	73,588		0	
6	70,104		0	72,908		0	75,824		0	
7	72,176		0	75,063		0	78,066		0	
8	75,619	5	378,095	76,853		0	79,927		0	
9	77,546		0	78,644	5	393,219	80,790		0	
10	78,250		0	81,380		0	81,790	5	408,948	
TOTAL		5	378,095		5	393,219		5	408,948	
TOTAL ALL GUIDES			\$1,032,158				\$904,106			
								\$940,270.57		